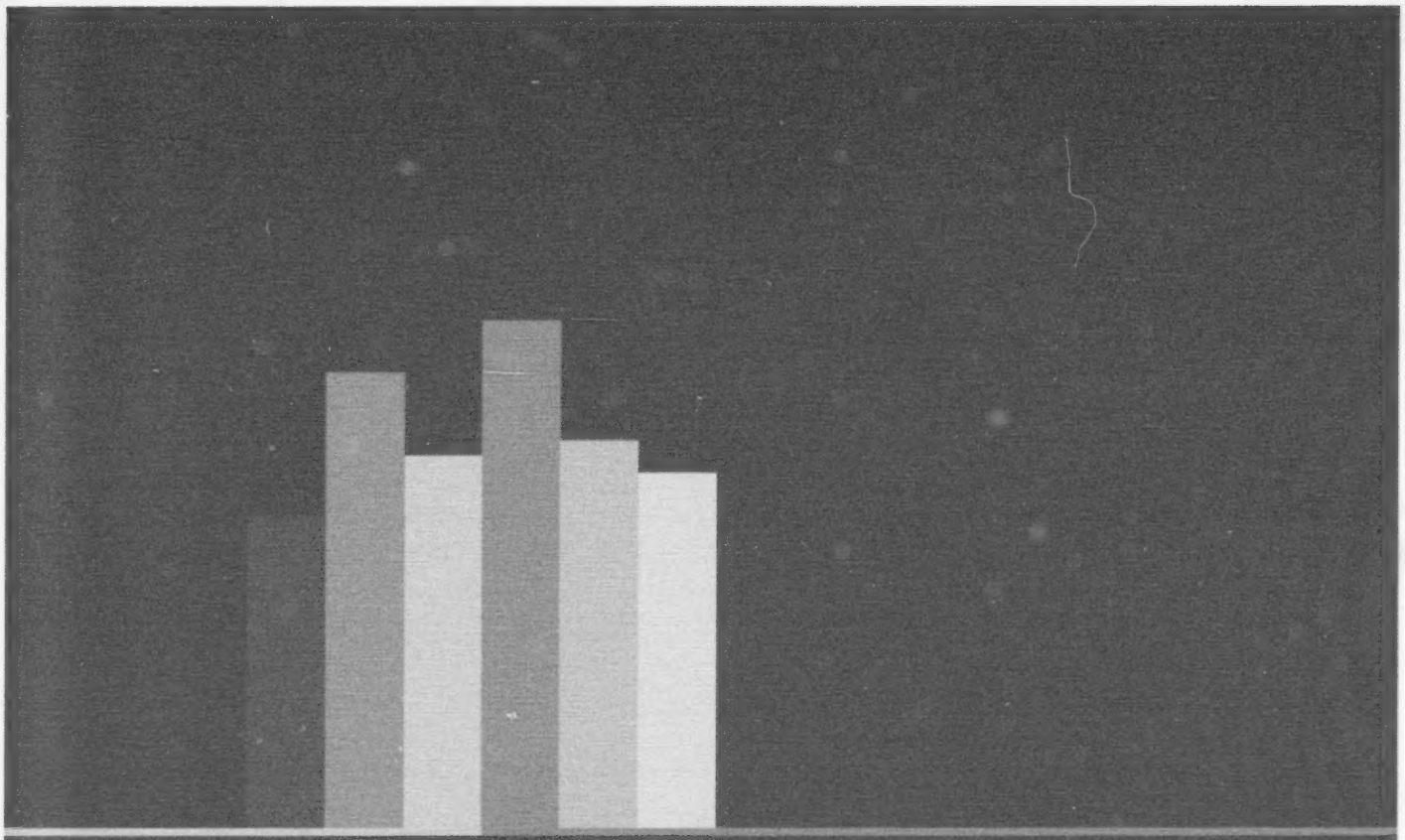


Alberta's occupational supply outlook

2013 - 2023

Visible Minorities, Aboriginals, and People with Disabilities

Alberta Government

Introduction

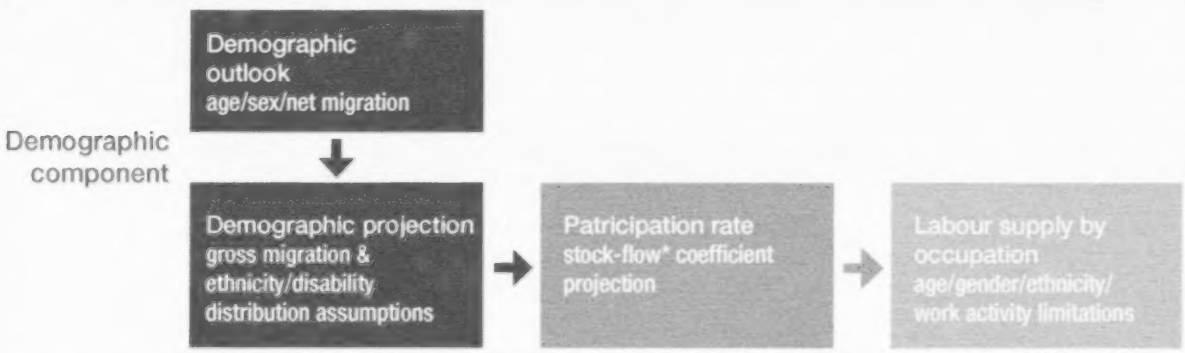
Every two years Alberta Jobs, Skills, Training and Labour (JSTL) produces Alberta's Occupational Demand and Supply Outlook Models[1]. Alberta's supply outlook model provides labour supply forecasts by occupation over the coming ten years. This model has 30 linked sub-models and over 100,000 data series.

The demographic component of the model is essential because it provides the basis for projecting other components of the model (Figure 1). This component projects Alberta's population between 2013 and 2023 by age and gender, and by three subgroups: Aboriginal people, visible minorities, and those with activity limitations[2]. These projections and their implications form the main focus of this report.

The report is divided into the following sections:

- Alberta's projected population
- Each of the three subgroups: Aboriginal people, visible minorities and those with activity limitations
- The assumptions underlying the demographic forecasts (Appendix A)
- Results of the model projections (Appendix B)

Figure 1: An overview of Alberta's supply outlook model



*Stock-flow: A method in estimating the future population of people in a group of interest. To find the forecasted population, the population from the previous year is adjusted to add those expected to enter that group and subtract those that are expected to leave that group.

[1] *See work.alberta.ca/labour/occupational-demand-and-supply-forecast.html for more information on Alberta's Occupational Supply Outlook*

[2] *Includes those who report limitations in their ability to work or go to school, either sometimes or often*

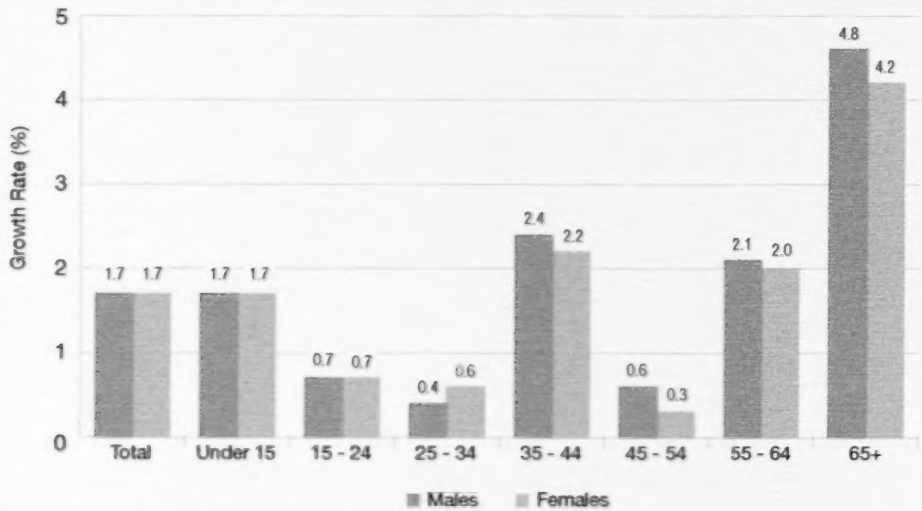
Alberta's population

Albertans aged 65 years and older, 35 to 44, and 55 to 64 years, are expected to show the largest population growth in the next 10 years (Chart 1). In all these age groups, males tend to have higher growth rates than females. This influences future labour supply.

Participation rates tend to drop once people reach their 60s, causing total labour supply to grow relatively slowly compared to the growth of the total population aged 15 and older.[3] As this generation retires in the coming decade, there will be a rise in labour force separations[4] and replacement demand[5] creating a need for other groups of workers. Given the slower growth rates of younger age groups compared to these older groups, new approaches may be needed to make up for potential labour shortages, for example further integration of visible minorities, aboriginals, and people with disabilities. The Government of Alberta developed the *Building and Educating Tomorrow's Workforce* strategy to address future labour shortages.

Migration is expected to be the main contributor to population growth. This will help increase Alberta's labour force, since migrants tend to be of working age.

Chart 1: Alberta's average annual population growth rate by gender and age, 2013-2023



Data source: Alberta Jobs, Skills, Training and Labour

[3]Statistics Canada's Labour Force Survey, 2012

[4]The number of people leaving the labour force, due to retirement or other reasons

[5]The number of people needed to fill the vacancies resulting from labour force separations; however, for occupations experiencing a decrease in employment, not all vacancies will need to be filled

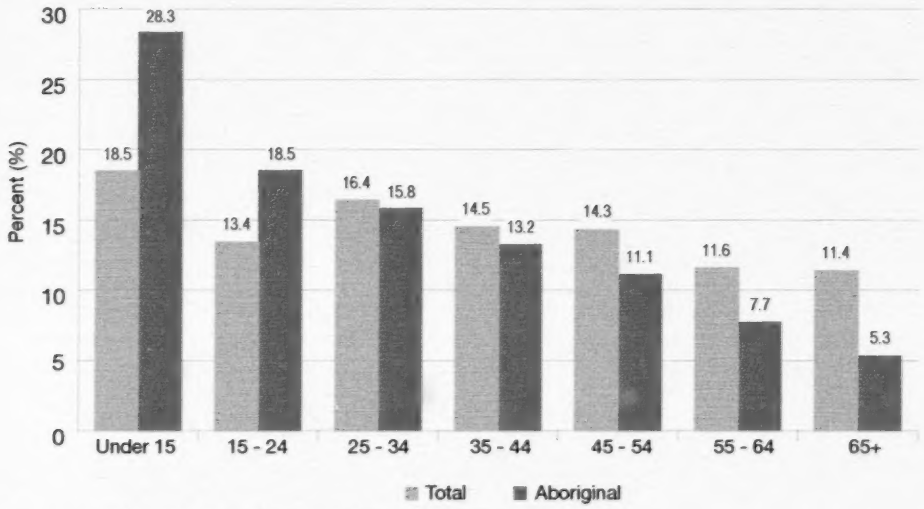
Aboriginal population

Alberta Aboriginal people are expected to experience faster growth rates than the general population in all age groups (see Appendix B). The main source of the Aboriginal population growth is natural increase, when birth rate exceeds death rate, rather than interprovincial migration. The Aboriginal population is much younger than the general population (Chart 2). These differences are expected to continue through 2023, as seen in Appendix B.

Between 2013 and 2023, Aboriginal people are forecasted to continue to show higher birth rates than the general population. For those aged 15 to 24, Alberta Aboriginal people show higher annual growth rates than the general population. However, the labour force participation rate for this group tends to be lower than that of the same age group for Alberta's total population, 63.0% compared to 67.7%.[6]

The significant growth in the Aboriginal population means Alberta could rely more on this group to fill future labour market needs by increasing their participation in the labour force. Therefore, in occupations typically supplied by youth, Aboriginal people may be overrepresented compared with other jobs. However, since the population projection includes both on- and off-reserve Aboriginal people, the geographic location of the Aboriginal youth may not be the same as the location of the jobs.

Chart 2: Age distributions of Alberta's total and Aboriginal populations, 2013



Data source: Alberta Jobs, Skills, Training and Labour

[6] *Statistics Canada's Labour Force Survey, off-reserve Aboriginal people, 2013*

Visible minorities

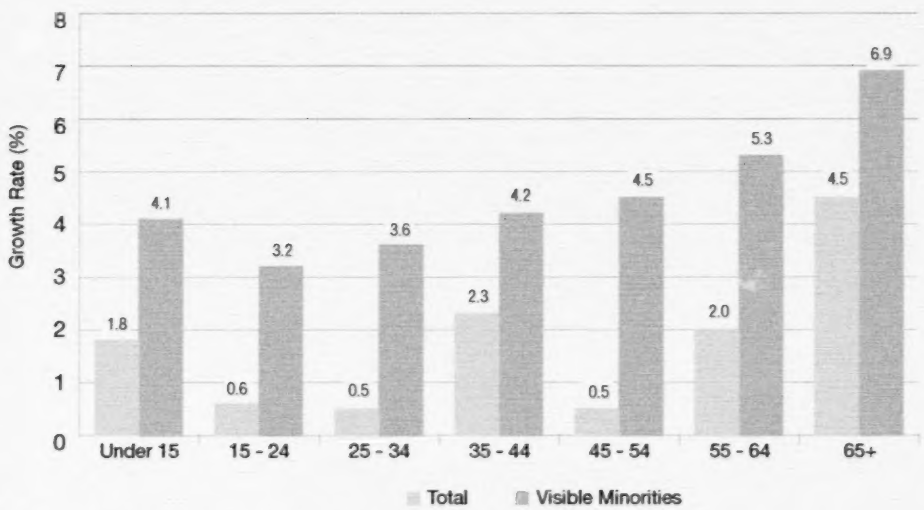
Between 2013 and 2023, it is assumed that visible minorities[7] will have the same birth and death rates as the general population. Therefore, the main difference between visible minorities and the total population relates to migration.

Migrants, some of whom would be identified as visible minorities, will be a vital source of population growth for the province, with the annual average net migration expected to be around 42,000 over the next 10 years. International net migration will continue to have a higher share of the total net migration throughout the coming decade.

Chart 3 shows that visible minorities are expected to have higher population growth rates than the total population over the forecast period. In 2013, visible minorities made up 15.7% of the total population over the age of 15. By 2023, this proportion is expected to increase slightly to 20.5%.

The longer immigrants remain in Alberta, the more similar their population trends (e.g. birth rates, death rates) will become in comparison to the general population. As a result, the visible minority population is expected to show high growth rates for older age groups. This affects labour supply as a large part of this generation is expected to retire, as discussed previously with regards to the aging of the total population.

Chart 3: Average annual growth rates of Alberta's total and visible minority populations, 2013-2023



Data source: Alberta's Occupational Supply Outlook Model, 2013-2023

[7] People who are non-Caucasian in race or non-white in colour, excluding Aboriginals (Statistics Canada)

Activity limitations

As people get older, their likelihood of encountering activity limitations or a disability increases[8]. As Alberta's population ages, there is expected to be an increasing proportion of people suffering from activity limitations. The proportion of the population aged 15 and older that is anticipated to suffer from activity limitations is expected to increase from 8.1% in 2013 to 8.4% in 2023. As evident in Appendix B, two thirds of those experiencing activity limitations will be over the age of 45 in the coming decade. As the population ages, the group of people reporting activity limitations will increase.

In addition, Aboriginal people tend to report a higher incidence of activity limitations than the general population[9]. As discussed earlier, Aboriginal people have the fastest rate of population growth, and that places additional upward pressure on the proportion of the population experiencing activity limitations.

This has important implications for the labour market mainly because activity limitations are defined in terms of the person's ability to attend work or school, thus affecting both educational attainment and overall labour supply. This increases the importance of accommodating workers with activity limitations.

[8] *http://www.statcan.gc.ca/pub/89-628-x/2007002/4125018-eng.htm*
[9] *Statistics Canada's 2006 Census*

Summary

In the face of persistent labour shortages it is important to find ways to prevent, or at least minimize, these shortages. One way to address the labour shortage is to further integrate visible minorities, Aboriginals, and people with disabilities into the labour force. Aboriginal people are a key source of labour as their population is growing faster than the general population, particularly those aged 15-24 years. Migrants, some of whom would be identified as visible minorities, are another source because they tend to be of working age when coming to Alberta. In addition, the proportion of the population experiencing activity limitations is expected to increase over the forecast period of 2013 to 2023 as the population ages. Retirements from the labour force will increase due to natural retirements and activity limitations.

Appendix A

Demographic assumptions

A number of assumptions are used to derive the results of this forecast. Those used to generate the results in Appendix B are described below.

Alberta's population

- Population levels by age and gender groups are determined by a detailed population projection by single year age cohorts. Total population averages 1.7% growth from 2013 to 2023.

Migration

- The level of in-migration equals the projected net-migration plus the assumed out-migration.
- Age and gender distributions for in-migration and out-migration are determined by the historic age and gender distribution for net migration.
- Future immigrants by education type will experience similar occupational outcomes as existing residents of Alberta.

Aboriginals

- The Alberta aboriginal population's birth and death rates are the same as the Canadian aboriginal population's rates.

Visible minorities

- The visible minorities' age/gender birth and death rates are equal to the Alberta general population's birth and death rates.
- The visible minorities' less-than-15-years-old age groups (less than 1, 1-3, 4-9, 10-15 years) are assumed to have the same distributions as the Alberta younger age groups.

Activity limitations

- To calculate the number of people with activity limitations, a share approach by age and gender was used.[1]

[1] *Share approach: A method to estimate the future number of people in a group of interest. The proportion of the group of interest to the general population is applied to the forecasted general population estimates to find the predicted group of interest's population. Example:*

$$\left[\frac{\text{Activity limitations}}{\text{Alberta population}}\right]_{t} \times \text{Alberta population forecast}_{t+1} = \text{Activity limitation population}_{t+1}$$

The proportion at time t — *is multiplied by the forecasted Alberta population for time t+1* — *to find the forecasted number of people with activities limitations for time t+1*

Appendix B

Alberta's population

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
Under 15	730,345	746,570	762,505	778,595	795,145	810,710	824,690	838,715	851,160	860,145	866,970	
% of total	18.5%	18.6%	18.7%	18.7%	18.8%	18.8%	18.8%	18.9%	18.8%	18.8%	18.6%	18.7%
Growth rate (%)	2.5	2.2	2.1	2.1	2.1	2.0	1.7	1.7	1.5	1.1	0.8	1.8
15 and over	3,208,025	3,266,395	3,324,105	3,380,945	3,437,385	3,494,705	3,551,880	3,608,815	3,665,450	3,723,460	3,783,520	
% of total	81.5%	81.4%	81.3%	81.3%	81.2%	81.2%	81.2%	81.1%	81.2%	81.2%	81.4%	81.3%
Growth rate (%)	2.0	1.8	1.8	1.7	1.7	1.7	1.6	1.6	1.6	1.6	1.6	1.7
15 to 24	526,490	527,550	527,835	528,595	529,715	532,580	536,125	539,485	543,570	551,460	561,735	
% of total	13.4%	13.1%	12.9%	12.7%	12.5%	12.4%	12.2%	12.1%	12.0%	12.0%	12.1%	12.5%
Growth rate (%)	0.6	0.2	0.1	0.1	0.2	0.5	0.7	0.6	0.8	1.5	1.9	0.6
25 to 34	644,060	655,580	665,245	671,640	675,100	675,810	674,395	672,535	670,555	667,815	667,135	
% of total	16.4%	16.3%	16.3%	16.1%	16.0%	15.7%	15.4%	15.1%	14.8%	14.6%	14.3%	15.6%
Growth rate (%)	2.1	1.8	1.5	1.0	0.5	0.1	-0.2	-0.3	-0.3	-0.4	-0.1	0.5
35 to 44	572,545	584,700	597,125	610,250	626,320	644,370	663,510	681,065	696,470	710,545	721,525	
% of total	14.5%	14.6%	14.6%	14.7%	14.8%	15.0%	15.2%	15.3%	15.4%	15.5%	15.5%	15.0%
Growth rate (%)	2.2	2.1	2.1	2.2	2.6	2.9	3.0	2.6	2.3	2.0	1.5	2.3
45 to 54	562,595	560,405	559,125	558,910	558,245	557,065	557,025	561,660	571,310	582,270	593,780	
% of total	14.3%	14.0%	13.7%	13.4%	13.2%	12.9%	12.7%	12.6%	12.6%	12.7%	12.8%	13.2%
Growth rate (%)	-0.4	-0.4	-0.2	0.0	-0.1	-0.2	0.0	0.8	1.7	1.9	2.0	0.5
55 to 64	455,125	472,400	489,400	505,870	520,850	533,835	543,545	549,010	549,545	548,200	546,520	
% of total	11.6%	11.8%	12.0%	12.2%	12.3%	12.4%	12.4%	12.3%	12.2%	12.0%	11.8%	12.1%
Growth rate (%)	3.8	3.8	3.6	3.4	3.0	2.5	1.8	1.0	0.1	-0.2	-0.3	2.0
65 and over	447,210	465,760	485,375	505,680	527,155	551,045	577,280	605,060	634,000	663,170	692,825	
% of total	11.4%	11.6%	11.9%	12.2%	12.5%	12.8%	13.2%	13.6%	14.0%	14.5%	14.9%	12.9%
Growth rate (%)	4.5	4.1	4.2	4.2	4.2	4.5	4.8	4.8	4.8	4.6	4.5	4.5
Total	3,938,370	4,012,965	4,086,610	4,159,540	4,232,530	4,305,415	4,376,570	4,447,530	4,516,610	4,583,605	4,650,490	
Growth rate (%)	2.1	1.9	1.8	1.8	1.8	1.7	1.7	1.6	1.6	1.5	1.5	1.7

Female population

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
Under 15	354,870	362,760	370,515	378,525	386,930	394,845	402,105	409,270	415,675	420,170	423,535	
% of total	18.4%	18.5%	18.5%	18.6%	18.7%	18.8%	18.8%	18.8%	18.8%	18.7%	18.6%	18.7%
Growth rate (%)	2.4	2.2	2.1	2.2	2.2	2.0	1.8	1.8	1.6	1.1	0.8	1.8
15 and over	1,574,190	1,602,155	1,629,790	1,656,905	1,683,660	1,710,935	1,738,225	1,765,625	1,792,900	1,821,145	1,850,480	
% of total	81.6%	81.5%	81.5%	81.4%	81.3%	81.2%	81.2%	81.2%	81.2%	81.3%	81.4%	81.3%
Growth rate (%)	1.9	1.8	1.7	1.7	1.6	1.6	1.6	1.6	1.5	1.6	1.6	1.7
15 to 24	255,045	255,600	255,885	256,235	256,290	257,145	258,455	259,830	261,485	265,535	270,500	
% of total	13.2%	13.0%	12.8%	12.6%	12.4%	12.2%	12.1%	11.9%	11.8%	11.8%	11.9%	12.3%
Growth rate (%)	0.7	0.2	0.1	0.1	0.0	0.3	0.5	0.5	0.6	1.5	1.9	0.6
25 to 34	304,835	310,255	314,855	317,845	319,770	320,560	320,390	320,180	319,935	318,960	319,170	
% of total	15.8%	15.8%	15.7%	15.6%	15.4%	15.2%	15.0%	14.7%	14.5%	14.2%	14.0%	15.1%
Growth rate (%)	2.0	1.8	1.5	0.9	0.6	0.2	-0.1	-0.1	-0.1	-0.3	0.1	0.6
35 to 44	339,225	345,325	350,390	353,795	355,330	355,250	354,005	352,355	350,620	348,855	347,965	
% of total	17.6%	17.6%	17.5%	17.4%	17.2%	16.9%	16.5%	16.2%	15.9%	15.6%	15.3%	16.7%
Growth rate (%)	2.1	1.8	1.5	1.0	0.4	0.0	-0.4	-0.5	-0.5	-0.5	-0.3	0.4
45 to 54	274,565	273,300	272,300	271,475	270,240	269,110	268,610	270,160	274,415	279,190	284,365	
% of total	14.2%	13.9%	13.6%	13.3%	13.1%	12.8%	12.5%	12.4%	12.4%	12.5%	12.5%	13.0%
Growth rate (%)	-0.4	-0.5	-0.4	-0.3	-0.5	-0.4	-0.2	0.6	1.6	1.7	1.9	0.3
55 to 64	224,175	232,565	240,910	248,990	256,605	263,095	267,725	270,530	270,635	269,830	268,765	
% of total	11.6%	11.8%	12.0%	12.2%	12.4%	12.5%	12.5%	12.4%	12.3%	12.0%	11.8%	12.2%
Growth rate (%)	3.7	3.7	3.6	3.4	3.1	2.5	1.8	1.0	0.0	-0.3	-0.4	2.0
65 and over	242,705	252,115	261,935	272,250	283,115	295,180	308,395	322,200	336,755	351,330	366,195	
% of total	12.6%	12.8%	13.1%	13.4%	13.7%	14.0%	14.4%	14.8%	15.2%	15.7%	16.1%	14.2%
Growth rate (%)	4.2	3.9	3.9	3.9	4.0	4.3	4.5	4.5	4.5	4.3	4.2	4.2
Total	1,929,060	1,964,915	2,000,305	2,035,430	2,070,590	2,105,780	2,140,330	2,174,895	2,208,575	2,241,315	2,274,015	
Growth rate (%)	2.0	1.9	1.8	1.8	1.7	1.7	1.6	1.6	1.5	1.5	1.5	1.7

Male population

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
Under 15	375,475	383,810	391,990	400,070	408,215	415,865	422,585	429,445	435,485	439,975	443,435	
% of total	18.7%	18.7%	18.8%	18.8%	18.9%	18.9%	18.9%	18.9%	18.9%	18.8%	18.7%	18.8%
Growth rate (%)	2.5	2.2	2.1	2.1	2.0	1.9	1.6	1.6	1.4	1.0	0.8	1.8
15 and over	1,633,835	1,664,240	1,694,315	1,724,040	1,753,725	1,783,770	1,813,655	1,843,190	1,872,550	1,902,315	1,933,040	
% of total	81.3%	81.3%	81.2%	81.2%	81.1%	81.1%	81.1%	81.1%	81.1%	81.2%	81.3%	81.2%
Growth rate (%)	2.0	1.9	1.8	1.8	1.7	1.7	1.7	1.6	1.6	1.6	1.6	1.7
15 to 24	271,445	271,950	271,950	272,360	273,425	275,435	277,670	279,655	282,085	285,925	291,235	
% of total	13.5%	13.3%	13.0%	12.8%	12.6%	12.5%	12.4%	12.3%	12.2%	12.2%	12.3%	12.7%
Growth rate (%)	0.5	0.2	0.0	0.2	0.4	0.7	0.8	0.7	0.9	1.4	1.9	0.7
25 to 34	339,225	345,325	350,390	353,795	355,330	355,250	354,005	352,355	350,620	348,855	347,965	
% of total	16.9%	16.9%	16.8%	16.7%	16.4%	16.2%	15.8%	15.5%	15.2%	14.9%	14.6%	16.0%
Growth rate (%)	2.1	1.8	1.5	1.0	0.4	0.0	-0.4	-0.5	-0.5	-0.5	-0.3	0.4
35 to 44	299,680	306,380	313,220	320,140	328,680	338,525	348,860	358,340	366,795	374,245	380,040	
% of total	14.9%	15.0%	15.0%	15.1%	15.2%	15.4%	15.6%	15.8%	15.9%	16.0%	16.0%	15.4%
Growth rate (%)	2.3	2.2	2.2	2.2	2.7	3.0	3.1	2.7	2.4	2.0	1.5	2.4
45 to 54	288,030	287,105	286,825	287,435	288,005	287,955	288,415	291,500	296,895	303,080	309,415	
% of total	14.3%	14.0%	13.7%	13.5%	13.3%	13.1%	12.9%	12.8%	12.9%	12.9%	13.0%	13.3%
Growth rate (%)	-0.4	-0.3	-0.1	0.2	0.2	0.0	0.2	1.1	1.9	2.1	2.1	0.6
55 to 64	230,950	239,835	248,490	256,880	264,245	270,740	275,820	278,480	278,910	278,370	277,755	
% of total	11.5%	11.7%	11.9%	12.1%	12.2%	12.3%	12.3%	12.3%	12.1%	11.9%	11.7%	12.0%
Growth rate (%)	3.8	3.8	3.6	3.4	2.9	2.5	1.9	1.0	0.2	-0.2	-0.2	2.1
65 and over	204,505	213,645	223,440	233,430	244,040	255,865	268,885	282,860	297,245	311,840	326,630	
% of total	10.2%	10.4%	10.7%	11.0%	11.3%	11.6%	12.0%	12.4%	12.9%	13.3%	13.7%	11.8%
Growth rate (%)	4.9	4.5	4.6	4.5	4.5	4.8	5.1	5.2	5.1	4.9	4.7	4.8
Total	2,009,310	2,048,050	2,086,305	2,124,110	2,161,940	2,199,635	2,236,240	2,272,635	2,308,035	2,342,290	2,376,475	
Growth rate (%)	2.1	1.9	1.9	1.8	1.8	1.7	1.7	1.6	1.6	1.5	1.5	1.7

Aboriginal population

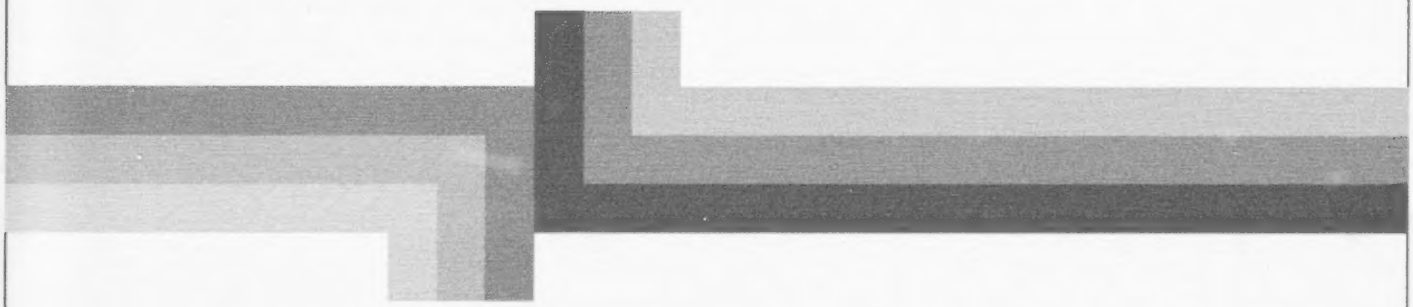
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
Under 15	64,634	65,952	67,335	68,771	70,264	71,795	73,364	74,955	76,538	78,105	79,689	
% of total	28.3%	28.1%	28.1%	28.0%	27.9%	27.9%	27.9%	27.8%	27.8%	27.8%	27.7%	27.9%
Growth rate (%)	2.0	2.0	2.1	2.1	2.2	2.2	2.2	2.2	2.1	2.0	2.0	2.1
15 and over	164,079	168,336	172,584	176,833	181,135	185,479	189,894	194,367	198,834	203,295	207,846	
% of total	71.7%	71.9%	71.9%	72.0%	72.1%	72.1%	72.1%	72.2%	72.2%	72.2%	72.3%	72.1%
Growth rate (%)	2.7	2.6	2.5	2.5	2.4	2.4	2.4	2.4	2.3	2.2	2.2	2.4
15 to 24	42,312	42,733	43,139	43,550	43,997	44,482	45,022	45,613	46,231	46,877	47,589	
% of total	18.5%	18.2%	18.0%	17.7%	17.5%	17.3%	17.1%	16.9%	16.8%	16.7%	16.6%	17.4%
Growth rate (%)	1.1	1.0	1.0	1.0	1.0	1.1	1.2	1.3	1.4	1.4	1.5	1.2
25 to 34	36,194	37,171	38,105	38,990	39,837	40,640	41,411	42,150	42,843	43,497	44,144	
% of total	15.8%	15.9%	15.9%	15.9%	15.8%	15.8%	15.7%	15.7%	15.6%	15.5%	15.4%	15.7%
Growth rate (%)	2.9	2.7	2.5	2.3	2.2	2.0	1.9	1.8	1.6	1.5	1.5	2.1
35 to 44	30,287	31,025	31,803	32,616	33,462	34,332	35,222	36,122	37,013	37,889	38,761	
% of total	13.2%	13.2%	13.3%	13.3%	13.3%	13.3%	13.4%	13.4%	13.4%	13.5%	13.5%	13.4%
Growth rate (%)	2.4	2.4	2.5	2.6	2.6	2.6	2.6	2.6	2.5	2.4	2.3	2.5
45 to 54	25,467	25,982	26,502	27,033	27,585	28,159	28,762	29,394	30,048	30,722	31,425	
% of total	11.1%	11.1%	11.0%	11.0%	11.0%	10.9%	10.9%	10.9%	10.9%	10.9%	10.9%	11.0%
Growth rate (%)	2.1	2.0	2.0	2.0	2.0	2.1	2.1	2.2	2.2	2.2	2.3	2.1
55 to 64	17,632	18,384	19,105	19,795	20,460	21,102	21,725	22,334	22,928	23,513	24,097	
% of total	7.7%	7.8%	8.0%	8.1%	8.1%	8.2%	8.3%	8.3%	8.3%	8.4%	8.4%	8.1%
Growth rate (%)	4.7	4.3	3.9	3.6	3.4	3.1	3.0	2.8	2.7	2.6	2.5	3.3
65 and over	12,187	13,041	13,930	14,849	15,795	16,763	17,751	18,755	19,770	20,796	21,831	
% of total	5.3%	5.6%	5.8%	6.0%	6.3%	6.5%	6.7%	7.0%	7.2%	7.4%	7.6%	6.5%
Growth rate (%)	7.2	7.0	6.8	6.6	6.4	6.1	5.9	5.7	5.4	5.2	5.0	6.1
Total	228,713	234,287	239,919	245,604	251,399	257,274	263,258	269,322	275,371	281,400	287,535	
Growth rate (%)	2.5	2.4	2.4	2.4	2.4	2.3	2.3	2.3	2.2	2.2	2.2	2.3

Visible minorities

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
Under 15	133,586	139,241	145,154	151,282	157,638	164,180	170,911	177,806	184,785	191,816	198,986	
% of total	21.0%	20.9%	20.8%	20.8%	20.7%	20.7%	20.6%	20.6%	20.5%	20.5%	20.4%	20.7%
Growth rate (%)	4.2	4.2	4.2	4.2	4.2	4.2	4.1	4.0	3.9	3.8	3.7	4.1
15 and over	503,839	527,577	552,031	577,151	603,079	629,777	657,343	685,763	714,829	744,453	774,971	
% of total	79.0%	79.1%	79.2%	79.2%	79.3%	79.3%	79.4%	79.4%	79.5%	79.5%	79.6%	79.3%
Growth rate (%)	4.8	4.7	4.6	4.6	4.5	4.4	4.4	4.3	4.2	4.1	4.1	4.4
15 to 24	89,423	92,111	94,897	97,795	100,854	104,080	107,500	111,116	114,890	118,807	122,932	
% of total	14.0%	13.8%	13.6%	13.4%	13.3%	13.1%	13.0%	12.9%	12.8%	12.7%	12.6%	13.2%
Growth rate (%)	3.1	3.0	3.0	3.1	3.1	3.2	3.3	3.4	3.4	3.4	3.5	3.2
25 to 34	103,359	107,647	111,953	116,248	120,556	124,871	129,215	133,602	138,001	142,398	146,876	
% of total	16.2%	16.1%	16.1%	16.0%	15.8%	15.7%	15.6%	15.5%	15.3%	15.2%	15.1%	15.7%
Growth rate (%)	4.3	4.1	4.0	3.8	3.7	3.6	3.5	3.4	3.3	3.2	3.1	3.6
35 to 44	108,764	113,806	118,956	124,188	129,519	134,926	140,417	145,982	151,567	157,141	162,776	
% of total	17.1%	17.1%	17.1%	17.0%	17.0%	17.0%	17.0%	16.9%	16.8%	16.8%	16.7%	17.0%
Growth rate (%)	4.8	4.6	4.5	4.4	4.3	4.2	4.1	4.0	3.8	3.7	3.6	4.2
45 to 54	87,781	91,899	96,183	100,628	105,253	110,043	115,004	120,121	125,348	130,665	136,119	
% of total	13.8%	13.8%	13.8%	13.8%	13.8%	13.9%	13.9%	13.9%	13.9%	14.0%	14.0%	13.9%
Growth rate (%)	4.7	4.7	4.7	4.6	4.6	4.6	4.5	4.4	4.4	4.2	4.2	4.5
55 to 64	59,328	62,857	66,462	70,145	73,923	77,797	81,781	85,878	90,069	94,353	98,767	
% of total	9.3%	9.4%	9.5%	9.6%	9.7%	9.8%	9.9%	9.9%	10.0%	10.1%	10.1%	9.8%
Growth rate (%)	6.2	5.9	5.7	5.5	5.4	5.2	5.1	5.0	4.9	4.8	4.7	5.3
65 and over	55,185	59,258	63,580	68,147	72,973	78,061	83,426	89,064	94,955	101,091	107,500	
% of total	8.7%	8.9%	9.1%	9.4%	9.6%	9.8%	10.1%	10.3%	10.6%	10.8%	11.0%	9.8%
Growth rate (%)	7.5	7.4	7.3	7.2	7.1	7.0	6.9	6.8	6.6	6.5	6.3	6.9
Total	637,424	666,818	697,185	728,434	760,716	793,957	828,254	863,568	899,615	936,269	973,956	
Growth rate (%)	4.7	4.6	4.6	4.5	4.4	4.4	4.3	4.3	4.2	4.1	4.0	4.4

Activity limitations

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average 2013-23
15 and over	258,629	264,368	270,186	276,030	281,872	287,806	293,738	299,626	305,379	311,083	316,839	
Growth rate (%)	2.3	2.2	2.2	2.2	2.1	2.1	2.1	2.0	1.9	1.9	1.9	2.1
15 to 24	22,763	22,800	22,803	22,826	22,863	22,974	23,115	23,247	23,410	23,737	24,165	
% of 15 and over	8.8%	8.6%	8.4%	8.3%	8.1%	8.0%	7.9%	7.8%	7.7%	7.6%	7.6%	8.1%
Growth rate (%)	0.6	0.2	0.0	0.1	0.2	0.5	0.6	0.6	0.7	1.4	1.8	0.6
25 to 34	31,367	31,934	32,412	32,734	32,913	32,959	32,904	32,825	32,739	32,618	32,594	
% of 15 and over	12.1%	12.1%	12.0%	11.9%	11.7%	11.5%	11.2%	11.0%	10.7%	10.5%	10.3%	11.3%
Growth rate (%)	2.1	1.8	1.5	1.0	0.5	0.1	-0.2	-0.2	-0.3	-0.4	-0.1	0.5
35 to 44	39,163	39,975	40,807	41,685	42,765	43,982	45,273	46,456	47,491	48,433	49,162	
% of 15 and over	15.1%	15.1%	15.1%	15.1%	15.2%	15.3%	15.4%	15.5%	15.6%	15.6%	15.5%	15.3%
Growth rate (%)	2.1	2.1	2.1	2.2	2.6	2.8	2.9	2.6	2.2	2.0	1.5	2.3
45 to 54	52,005	51,833	51,742	51,748	51,715	51,636	51,661	52,109	53,010	54,030	55,101	
% of 15 and over	20.1%	19.6%	19.2%	18.7%	18.3%	17.9%	17.6%	17.4%	17.4%	17.4%	17.4%	18.3%
Growth rate (%)	-0.3	-0.3	-0.2	0.0	-0.1	-0.2	0.0	0.9	1.7	1.9	2.0	0.5
55 to 64	56,226	58,346	60,430	62,445	64,275	65,856	67,030	67,681	67,720	67,527	67,289	
% of 15 and over	21.7%	22.1%	22.4%	22.6%	22.8%	22.9%	22.8%	22.6%	22.2%	21.7%	21.2%	22.3%
Growth rate (%)	3.7	3.8	3.6	3.3	2.9	2.5	1.8	1.0	0.1	-0.3	-0.4	2.0
65 and over	57,104	59,480	61,993	64,592	67,341	70,398	73,754	77,309	81,009	84,738	88,528	
% of 15 and over	22.1%	22.5%	22.9%	23.4%	23.9%	24.5%	25.1%	25.8%	26.5%	27.2%	27.9%	24.7%
Growth rate (%)	4.5	4.2	4.2	4.2	4.3	4.5	4.8	4.8	4.8	4.6	4.5	4.5



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